



Batchelor Institute

Batchelor Institute (BI) has adopted a Recruitment and Selection policy which includes special measures of priority consideration for Aboriginal & Torres Strait Islander applicants across all positions within the Institute. Our goal is to achieve 50% Indigenous employment within the next three years.

BI values diversity and aims to achieve a workforce that is representative of the community we serve. BI is committed to improving recruitment, retention and career development opportunities for Aboriginal and Torres Strait Islander people.

In order to be given priority consideration under our special measures, Aboriginal and Torres Strait Islander applicants must be of Australian Aboriginal and/or Torres Strait Islander descent and identify as Aboriginal and Torres Strait Islander.

The recruitment and selection processes of the Institute are based on the application of:

- priority considerations;
- the merit principle;
- equal opportunity principles; and
- privacy principles.

The recruitment and selection processes of priority consideration will be evaluated in 2 stages;

Stage 1 Indigenous Applicants

- ATSI applicants are assessed by the selection panel
- If an applicant is deemed suitable, they will be invited to interview
- If an applicant is deemed suitable and is recommended by the selection panel, the process will be completed at this stage.
- If applicants are not deemed suitable, they will not proceed to interview
- If all Indigenous candidates are deemed not suitable – HR will proceed to stage 2.

Stage 2 Non-Indigenous Applicants

- Applicants are assessed by the selection panel
- If an applicant is deemed suitable, they will be invited to interview
- If applicants are deemed non-suitable, they will not proceed to interview.

All unsuccessful applicants will be notified by email.

As per Northern Territory Anti-Discrimination Act 2015 Part 5 Exemptions:

57 Special measures

- (1) A person may discriminate against a person in a program, plan or arrangement designed to promote equality of opportunity for a group of people who are disadvantaged or have a special need because of an attribute.*